

## **Membership Selection Outcomes Student Leader Learning Outcomes (SLLO) Project**

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This rubric is designed for those who participate in general membership selection but could be adapted for those who participate in executive leadership selection.

### **Definition Of Membership Selection:**

Membership selection is the process used to recruit potential members and bring them into the organization. The membership selection process, as outlined by this learning outcome, includes the following: the establishment of a selection committee that understands the ideal characteristics that align with the organization's vision, mission, and values; the marketing and outreach to potential members; the screening and extension of formal membership; and finally the acclimation of new members to the organization.

**Assumptions:** This rubric has several assumptions:

- Membership selection processes and criteria for the organization have already been established via the organizational constitution or other mandated or established rules or structures as required through the guiding department recognition processes (e.g., Department of Student Activities, Department of Greek Life, Memorial Student Center, national offices, etc.);
- If membership selection processes and criteria are updated, the updates are incorporated into foundational documents (e.g., constitution, standard operating procedures, application forms, interview questions, etc.);
- Everyone involved in the membership selection process knows who is and should be involved in the process.

### **Outcomes:**

Students will be able to:

- Evaluate membership criteria for consistency with the organization's vision, mission, and values
- Recruit potential members and effectively communicate necessary information to them
- Create application and/or interview questions that are purposeful and helpful in the selection process
- Prepare themselves for the search process
- Evaluate candidates based upon membership criteria
- Provide a professional environment during the interview process
- Justify reasons behind who is and is not selected for membership and incorporate those reasons into the notification process
- Welcome new members to the organization

### **Other Useful Rubrics Related to This Topic:**

Teams and Groups, Critical Thinking

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### **Rubric Components Were Adapted And/Or Taken From:**

Buckingham, M. & Coffman, C. (1999). First, break all the rules: What the world's greatest managers do differently. New York, NY: Simon & Schuster.

Coffey, C. & Gendron, J. (2007). I heart sorority recruitment: The eight steps to limitless possibilities for sororities. Indianapolis, IN: Phired Up Productions LLC.

Collins, J. (2001). Good to great: Why some companies make the leap... and others don't. New York, NY: HarperCollins Publishing Inc.

Dalton, J.C. (2003). Managing human resources. In Komives, S.R., Woodlark Jr., D.B., and Associates (Eds.), Student services: A handbook for the profession. San Francisco, CA: Jossey-Bass.

Resto, C., Ybarra, I, & Sethi, R. (2007). Recruit or die: How any business can beat the big guys in the war for young talent. New York, NY: Penguin Group.

### **Resources:**

- Online Resources
  - Membership Selection Handbook (Mortar Board National College Senior Honor Society)  
<http://www.mortarboard.org/publications/MembershipSelectionHandbook.pdf>
  - Recruiting Members and Keeping Them Active  
<http://www.etu.org.za/toolbox/docs/building/recruiting.html>
  - Recruiting New Members (Bacchus Network)  
<http://www.bacchusgamma.org/recruiting.asp>
  - Recruiting Members (University of Connecticut)  
[http://www.studentactivities.uconn.edu/docs/leadership/recruiting\\_members.pdf](http://www.studentactivities.uconn.edu/docs/leadership/recruiting_members.pdf)
  - Recruiting Members (California State University at East Bay)  
<http://wwsa.csueastbay.edu/~slife/pamphlets/recruiting.pdf>

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## **AggiEfolio Competencies That This Rubric Addresses:**

*To set up a free AggieEfolio account, please visit <https://career180.tamu.edu/portfolio/>*

### Cluster 1: Problem Solving and Thinking Skillfully

- Solving Problems and Decision Making
- Think Creatively
- Read for Information and Understanding
- Observation Skills
- Analyzing Critical Data
- Scheduling Projects

### Cluster 2: Communicating Effectively

- Basic Communication Skills
- Oral Communication Skills
- Listening Skills
- Interpersonal Skills

### Cluster 4: Working Responsibly

- Leadership Skills
- Teamwork Skills
- Work Ethic
- Compliance with Confidentiality
- Supporting Diversity

### Cluster 6: Managing Resources

- Managing Self
- Determining Resources Needed for a Project